

3 FAM 1540

NON-DISCRIMINATION ON THE BASIS OF DISABILITY

(CT:PER-735; 06-17-2014)
(Office of Origin: S/OCR)

3 FAM 1541 POLICY

(CT:PER-735; 06-17-2014)
(State Only)
(Foreign Service and Civil Service Employees)

- a. In accordance with the Rehabilitation Act of 1973, as amended (Rehabilitation Act), the Department of State prohibits discrimination in employment for any otherwise qualified employee or applicant for employment with a disability.
- b. The Department provides reasonable accommodation to applicants for employment and to employees who can demonstrate that they are both disabled within the meaning of the statute, and who with or without reasonable accommodation, can perform the essential functions of that job.

3 FAM 1542 AUTHORITY

(CT:PER-735; 06-17-2014)
(State Only)
(Foreign Service and Civil Service Employees)

- a. The Rehabilitation Act of 1973, Sections 501, *504 and 505*, as amended (29 U.S.C. 791, 794 and 794a);
- b. The Foreign Service Act of 1980, as amended (22 U.S.C. 3901, et seq.);
- c. Equal Employment Opportunity Commission (EEOC) regulations contained in 29 CFR. 1614.203; and
- d. Americans with Disabilities Act Amendments Act of 2008 (42 U.S.C. 12101, et seq.)

3 FAM 1543 APPLICABILITY

(CT:PER-735; 06-17-2014)

(State Only)

(Foreign Service and Civil Service Employees)

These regulations apply to all U.S. citizen Foreign Service and Civil Service employees and employment applicants of the Department of State, not including non-U.S. citizens located outside the territorial boundaries of the United States.

3 FAM 1544 APPOINTMENTS, ASSIGNMENTS, AND EMPLOYMENT TERMINATIONS

(CT:PER-735; 06-17-2014)

(State Only)

(Foreign Service and Civil Service Employees)

With respect to appointments, assignments, and employment terminations, these regulations will be interpreted and applied consistently with all regulations and standards promulgated and established by the Secretary of State.

3 FAM 1545 PROCEDURES AND GUIDELINES GOVERNING ALLEGATIONS OF DISABILITY DISCRIMINATION

(CT:PER-735; 06-17-2014)

(State Only)

(Foreign Service and Civil Service Employees)

Procedures on the filing and processing of complaints of discrimination under the authorities contained in this chapter are published in 3 FAH-1 H-1510.

3 FAM 1546 MAKING AND PROCESSING OF REQUESTS FOR REASONABLE ACCOMMODATION

(CT:PER-735; 06-17-2014)

(State Only)

(Foreign Service and Civil Service Employees)

Procedures on making and processing requests for reasonable accommodations under the authorities contained in this chapter are established by the Disability Reasonable Accommodations Division (HR/ER/DRAD).

3 FAM 1547 THROUGH 1549 UNASSIGNED